

SUPPLIER CODE OF CONDUCT

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“Atea believes that information technology, combined with knowledge and creativity, can transform productivity and living standards across society. To fully realize our mission, it’s not enough for Atea to offer world-class IT solutions. We must ensure the long term sustainability of our business.” Steinar Sønsteby, CEO

Atea is committed to sourcing from suppliers who share its business ethics and principles, and apply them throughout their supply chain. Atea’s Code of Conduct, based inter alia on the UN Global Compact, states that “Atea’s vendors shall deliver goods and services to Atea which are produced in accordance with the Responsible Business Alliance (formerly the Electronic Industry Citizenship Coalition) Guidelines.”

This Supplier Code of Conduct intends to set concrete expectations of Atea’s core-business suppliers and in turn of their contractors, sub-suppliers and other business associates at any level in the supply chain.

Supplier Code of Conduct

This Code is not meant to be exhaustive and there may be situations where it does not provide explicit guidance. We expect all suppliers to always comply with applicable laws and regulations and to exercise good judgement consistent with the business ethics promoted in this document.

Atea’s expectations are based on the RBA Code of Conduct (hereafter “RBA Code”)¹. The RBA Code is intended to be a whole of supply chain initiative and as a minimum, Atea expects its suppliers to achieve Regular Member status in the RBA² through:

- Monitoring suppliers to uncover risks of and remediating non-compliance against the RBA Code.
 - Working proactively to ensure that the RBA Code is followed by their own contractors, sub-suppliers and other business associates at any level in the supply chain.
 - Ensuring that management, monitoring and tracking processes are in place to ensure continuous performance improvement throughout their supply chain, not least through capacity building initiatives and continuous dialogue with suppliers.
 - Implementing a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.
- d. Work proactively to increase the supply of responsibly sourced minerals in their supply chain.
 - e. Proactively incorporate environmental impacts into product design, supply chain management and adopt circular economy models.

Compliance and Collaboration

Atea expects its suppliers to achieve the status of Regular Member in the RBA and provide relevant evidence².

Atea also expects its suppliers to establish a direct line of contact to a person or function with insight into, and mandate regarding, sustainability concerns within their respective company and share timely information and underlying documentation that will facilitate Atea’s monitoring of such commitment. Atea recognizes that different suppliers are at different stages of maturity and commits to support their continuous improvement.

Atea will monitor how suppliers and sub-suppliers at any level within the supply chain live up to the expectations set out in this document. Atea will conduct systematic risk-based supply chain

monitoring by various means. This may include but not be limited to self-assessments, information sharing agreements with priority suppliers, participation in industry audits, site visits and specific collaboration initiatives with suppliers and sub-suppliers, aimed at addressing priority issues.

Persistent failure to comply with Atea’s Supplier Code of Conduct or repeated refusal to provide the required information may result in Atea directly informing customers affected by contractual agreements, restricted access to Atea’s marketing channels including large national events and restricted involvement in new contracts.

For full details of the RBA Code:

responsiblebusiness.org/standards/code-of-conduct

For more details regarding RBA Membership

levels: responsiblebusiness.org/join-us/

Atea Code of Conduct can be found here:

atease.se/media/6119/ateacodeofconduct.pdf

CONTACT US: we believe there are many locally knowledgeable organisations that can help us understand the risks and dynamics in our supply chain. If you would like to share information with us about our supply chain, please contact us at hallbarhet@atease.se. The information provided will be treated confidentially.

¹ All references to the RBA Code hereafter are to be intended as referring to the RBA Code or an equivalent code of suppliers’ choice. Evidence of equivalency needs to be provided to Atea.

² Alternatively, the supplier must provide proof of a level of maturity equivalent to that of Regular Member to Atea.

³ See also OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

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